

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF CALIFORNIA

LISA KNIGHT and MARCIE DAVE, on  
behalf of themselves and all others similarly  
situated,

Plaintiffs,

vs.

RED DOOR SALONS, INC., an Arizona  
Corporation and DOES 1 through 25,  
inclusive,

Defendants.

Case No. 3:08-CV-01520-SC

(San Francisco County Superior Court  
Case No. CGC-08-471683)

**STIPULATED PROTECTIVE  
ORDER**

1. PURPOSES AND LIMITATIONS

Disclosure and discovery activity in this action are likely to involve production of confidential, proprietary, or private information for which special protection from public disclosure and from use for any purpose other than prosecuting this litigation would be warranted. Accordingly, the parties hereby stipulate to and petition the court to enter the following Stipulated Protective Order. The parties acknowledge that this Order does not confer blanket protections on all disclosures or responses to discovery and that the protection it affords extends only to the limited information or items that are entitled under the applicable legal principles to treatment as confidential. The parties further acknowledge, as set forth in Section 10, below, that this Stipulated Protective Order creates no entitlement to file confidential information under seal; Civil Local Rule 79-5 sets forth the procedures that must be followed and reflects the standards that will be applied when a party seeks permission from the court to file material under seal.



1           2.11 Counsel (without qualifier): Outside Counsel and House Counsel (as well as  
2 their support staffs).

3           2.12 Expert: a person with specialized knowledge or experience in a matter  
4 pertinent to the litigation who has been retained by a Party or its counsel to serve as an expert  
5 witness or as a consultant in this action and who is not a past or a current employee of a Party or  
6 of a competitor of a Party's and who, at the time of retention, is not anticipated to become an  
7 employee of a Party or a competitor of a Party's. This definition includes a professional jury or  
8 trial consultant retained in connection with this litigation.

9           2.13 Professional Vendors: persons or entities that provide litigation support  
10 services (e.g., photocopying; videotaping; translating; preparing exhibits or demonstrations;  
11 organizing, storing, retrieving data in any form or medium; etc.) and their employees and  
12 subcontractors.

### 13 14           3. SCOPE

15           The protections conferred by this Stipulation and Order cover not only Protected Material  
16 (as defined above), but also any information copied or extracted therefrom, as well as all copies,  
17 excerpts, summaries, or compilations thereof, plus testimony, conversations, or presentations by  
18 parties or counsel to or in court or in other settings that might reveal Protected Material.

### 19 20           4. DURATION

21           Even after the termination of this litigation, the confidentiality obligations imposed by this  
22 Order shall remain in effect until a Designating Party agrees otherwise in writing or a court order  
23 otherwise directs.

### 24 25           5. DESIGNATING PROTECTED MATERIAL

26           5.1 Exercise of Restraint and Care in Designating Material for Protection. Each  
27 Party or non-party that designates information or items for protection under this Order must  
28

1 take care to limit any such designation to specific material that qualifies under the appropriate  
2 standards. A Designating Party must take care to designate for protection only those parts of  
3 material, documents, items, or oral or written communications that qualify - so that other portions  
4 of the material, documents, items, or communications for which protection is not warranted are  
5 not swept unjustifiably within the ambit of this Order.

6 Mass, indiscriminate, or routinized designations are prohibited. Designations that are  
7 shown to be clearly unjustified, or that have been made for an improper purpose (e.g., to  
8 unnecessarily encumber or retard the case development process, or to impose unnecessary  
9 expenses and burdens on other parties), expose the Designating Party to sanctions.

10 If it comes to a Party's or a non-party's attention that information or items that it  
11 designated for protection do not qualify for protection at all, or do not qualify for the level of  
12 protection initially asserted, that Party or non-party must promptly notify all other parties that it is  
13 withdrawing the mistaken designation.

14 5.2 Manner and Timing of Designations. Except as otherwise provided in this  
15 Order (see, e.g., second paragraph of section 5.2(a), below), or as otherwise stipulated or ordered,  
16 material that qualifies for protection under this Order must be clearly so designated before the  
17 material is disclosed or produced.

18 Designation in conformity with this Order requires:

19 (a) for information in documentary form (apart from transcripts of  
20 depositions or other pretrial or trial proceedings), that the Producing Party affix the legend  
21 "CONFIDENTIAL" or "HIGHLY CONFIDENTIAL - ATTORNEYS' EYES ONLY" at the top  
22 of each page that contains protected material. If only a portion or portions of the material on a  
23 page qualifies for protection, the Producing Party also must clearly identify the protected  
24 portion(s) (e.g., by making appropriate markings in the margins) and must specify, for each  
25 portion, the level of protection being asserted (either "CONFIDENTIAL" or "HIGHLY  
26 CONFIDENTIAL - ATTORNEYS' EYES ONLY").

27 A Party or non-party that makes original documents or materials available  
28

1 for inspection need not designate them for protection until after the inspecting Party has indicated  
2 which material it would like copied and produced. During the inspection and before the  
3 designation, all of the material made available for inspection shall be deemed "HIGHLY  
4 CONFIDENTIAL - ATTORNEYS' EYES ONLY." After the inspecting Party has identified the  
5 documents it wants copied and produced, the Producing Party must determine which documents,  
6 or portions thereof, qualify for protection under this Order, then, before producing the specified  
7 documents, the Producing Party must affix the appropriate legend ("CONFIDENTIAL" or  
8 "HIGHLY CONFIDENTIAL - ATTORNEYS' EYES ONLY") at the top of each page that  
9 contains Protected Material. If only a portion or portions of the material on a page qualifies for  
10 protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making  
11 appropriate markings in the margins) and must specify, for each portion, the level of protection  
12 being asserted (either "CONFIDENTIAL" or "HIGHLY CONFIDENTIAL - ATTORNEYS'  
13 EYES ONLY").

14 (b) for testimony given in deposition or in other pretrial or trial  
15 proceedings, that the Party or non-party offering or sponsoring the testimony identify on the  
16 record, before the close of the deposition, hearing, or other proceeding, all protected testimony,  
17 and further specify any portions of the testimony that qualify as "HIGHLY CONFIDENTIAL -  
18 ATTORNEYS' EYES ONLY." When it is impractical to identify separately each portion of  
19 testimony that is entitled to protection, and when it appears that substantial portions of the  
20 testimony may qualify for protection, the Party or non-party that sponsors, offers, or gives the  
21 testimony may invoke on the record (before the deposition or proceeding is concluded) a right to  
22 have up to 20 days to identify the specific portions of the testimony as to which protection is  
23 sought and to specify the level of protection being asserted ("CONFIDENTIAL" or "HIGHLY  
24 CONFIDENTIAL - ATTORNEYS' EYES ONLY"). Only those portions of the testimony that  
25 are appropriately designated for protection within the 20 days shall be covered by the provisions  
26 of this Stipulated Protective Order.

Transcript pages containing Protected Material must be separately bound by the court reporter, who must affix to the top of each such page the legend “CONFIDENTIAL” or “HIGHLY CONFIDENTIAL - ATTORNEYS’ EYES ONLY,” as instructed by the Party or non-party offering or sponsoring the witness or presenting the testimony.

(c) for information produced in some form other than documentary and for any other tangible items, that the Producing Party affix in a prominent place on the exterior of the container or containers in which the information or item is stored the legend “CONFIDENTIAL” or “HIGHLY CONFIDENTIAL - ATTORNEYS’ EYES ONLY.” If only portions of the information or item warrant protection, the Producing Party, to the extent practicable, shall identify the protected portions, specifying whether they qualify as “Confidential” or as “Highly Confidential - Attorneys’ Eyes Only.”

5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent failure to designate qualified information or items as “Confidential” or “Highly Confidential - Attorneys’ Eyes Only” does not, standing alone, waive the Designating Party’s right to secure protection under this Order for such material. If material is appropriately designated as “Confidential” or “Highly Confidential - Attorneys’ Eyes Only” after the material was initially produced, the Receiving Party, on timely notification of the designation, must make reasonable efforts to assure that the material is treated in accordance with the provisions of this Order.

## 6. CHALLENGING CONFIDENTIALITY DESIGNATIONS

6.1 Timing of Challenges. Unless a prompt challenge to a Designating Party’s confidentiality designation is necessary to avoid foreseeable substantial unfairness, unnecessary economic burdens, or a later significant disruption or delay of the litigation, a Party does not waive its right to challenge a confidentiality designation by electing not to mount a challenge promptly after the original designation is disclosed.

6.2 Meet and Confer. A Party that elects to initiate a challenge to a Designating Party’s confidentiality designation must do so in good faith and must begin the process by

1 conferring directly (in voice to voice dialogue; other forms of communication are not sufficient)  
2 with counsel for the Designating Party. In conferring, the challenging Party must explain the  
3 basis for its belief that the confidentiality designation was not proper and must give the  
4 Designating Party an opportunity to review the designated material, to reconsider the  
5 circumstances, and, if no change in designation is offered, to explain the basis for the chosen  
6 designation. A challenging Party may proceed to the next stage of the challenge process only if it  
7 has engaged in this meet and confer process first.

8           6.3 Judicial Intervention. A Party that elects to press a challenge to a confidentiality  
9 designation after considering the justification offered by the Designating Party may file and serve a  
10 motion under Civil Local Rule 7 (and in compliance with Civil Local Rule 79-5, if applicable) that  
11 identifies the challenged material and sets forth in detail the basis for the challenge. Each such  
12 motion must be accompanied by a competent declaration that affirms that the movant has complied  
13 with the meet and confer requirements imposed in the preceding paragraph and that sets forth with  
14 specificity the justification for the confidentiality designation that was given by the Designating Party  
15 in the meet and confer dialogue.

16           The burden of persuasion in any such challenge proceeding shall be on the  
17 Designating Party. Until the court rules on the challenge, all parties shall continue to afford the  
18 material in question the level of protection to which it is entitled under the Producing Party's  
19 designation.

## 20           7. ACCESS TO AND USE OF PROTECTED MATERIAL

21           7.1 Basic Principles. A Receiving Party may use Protected Material that is  
22 disclosed or produced by another Party or by a non-party in connection with this case only for  
23 prosecuting, defending, or attempting to settle this litigation. Such Protected Material may be  
24 disclosed only to the categories of persons and under the conditions described in this Order.  
25 When the litigation has been terminated, a Receiving Party must comply with the provisions of  
26 section 11, below (FINAL DISPOSITION).

1 Protected Material must be stored and maintained by a Receiving Party at a location  
2 and in a secure manner that ensures that access is limited to the persons authorized under this  
3 Order.

4 7.2 Disclosure of "CONFIDENTIAL" Information or Items. Unless otherwise  
5 ordered by the court or permitted in writing by the Designating Party, a Receiving Party may  
6 disclose any information or item designated CONFIDENTIAL only to:

7 (a) the Receiving Party's Outside Counsel of record in this action, as well  
8 as employees of said Counsel to whom it is reasonably necessary to disclose the information for  
9 this litigation and who have signed the "Agreement to Be Bound by Protective Order" that is  
10 attached hereto as Exhibit A;

11 (b) the officers, directors, and employees (including House Counsel) of the  
12 Receiving Party to whom disclosure is reasonably necessary for this litigation and who have signed  
13 the "Agreement to Be Bound by Protective Order" (Exhibit A);

14 (c) experts (as defined in this Order) of the Receiving Party to whom  
15 disclosure is reasonably necessary for this litigation and who have signed the "Agreement to Be  
16 Bound by Protective Order" (Exhibit A);

17 (d) the Court and its personnel;

18 (e) court reporters, their staffs, and professional vendors to whom disclosure  
19 is reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by  
20 Protective Order" (Exhibit A);

21 (f) during their depositions, witnesses in the action to whom disclosure is  
22 reasonably necessary and who have signed the "Agreement to Be Bound by Protective Order"  
23 (Exhibit A). Pages of transcribed deposition testimony or exhibits to depositions that  
24 reveal Protected Material must be separately bound by the court reporter and may not be  
25 disclosed to anyone except as permitted under this Stipulated Protective Order.

26 (g) the author of the document or the original source of the information.



1                   7.3 Disclosure of “HIGHLY CONFIDENTIAL - ATTORNEYS’ EYES ONLY”

2 Information or Items. Unless otherwise ordered by the court or permitted in writing by the  
3 Designating Party, a Receiving Party may disclose any information or item designated “HIGHLY  
4 CONFIDENTIAL - ATTORNEYS’ EYES ONLY” only to:

5                   (a) the Receiving Party's Outside Counsel of record in this action, as well  
6 as employees of said Counsel to whom it is reasonably necessary to disclose the information for this  
7 litigation and who have signed the “Agreement to Be Bound by Protective Order” that is  
8 attached hereto as Exhibit A;

9                   (b) Experts (as defined in this Order) (1) to whom disclosure is reasonably  
10 necessary for this litigation, and (2) who have signed the “Agreement to Be Bound by Protective  
11 Order” (Exhibit A);

12                   (d) the Court and its personnel;

13                   (e) court reporters, their staffs, and professional vendors to whom  
14 disclosure is reasonably necessary for this litigation and who have signed the “Agreement to Be  
15 Bound by Protective Order” (Exhibit A); and

16                   (f) the author of the document or the original source of the information.  
17

18                   8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN OTHER  
19 LITIGATION.

20                   If a Receiving Party is served with a subpoena or an order issued in other litigation that  
21 would compel disclosure of any information or items designated in this action as  
22 “CONFIDENTIAL” or “HIGHLY CONFIDENTIAL - ATTORNEYS’ EYES ONLY,” the  
23 Receiving Party must so notify the Designating Party, in writing (by fax, if possible) immediately  
24 and in no event more than three court days after receiving the subpoena or order. Such  
25 notification must include a copy of the subpoena or court order.

26                   The Receiving Party also must immediately inform in writing the Party who caused the  
27 subpoena or order to issue in the other litigation that some or all the material covered  
28

1 by the subpoena or order is the subject off this Protective Order. In addition, the Receiving Party  
2 must deliver a copy of this Stipulated Protective Order promptly to the Party in the other  
3 action that caused the subpoena or order to issue.

4 The purpose of imposing these duties is to alert the interested parties to the existence  
5 of this Protective Order and to afford the Designating Party in this case an opportunity to try  
6 to protect its confidentiality interests in the court from which the subpoena or order issued. The  
7 Designating Party shall bear the burdens and the expenses of seeking protection in that court of its  
8 confidential material - and nothing in these provisions should be construed as authorizing or  
9 encouraging a Receiving Party in this action to disobey a lawful directive from another court.

10  
11 9. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL.

12 If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed Protected  
13 Material to any person or in any circumstance not authorized under this Stipulated Protective  
14 Order, the Receiving Party must immediately (a) notify in writing the Designating Party of the  
15 unauthorized disclosures, (b) use its best efforts to retrieve all copies of the Protected Material,  
16 (c) inform the person or persons to whom unauthorized disclosures were made of all the terms  
17 of this Order, and (d) request such person or persons to execute the "Acknowledgment and  
18 Agreement to Be Bound" that is attached hereto as Exhibit A.

19  
20 10. FILING PROTECTED MATERIAL. Without written permission from the  
21 Designating Party or a court order secured after appropriate notice to all interested persons, a  
22 Party may not file in the public record in this action any Protected Material. A Party that  
23 seeks to file under seal any Protected Material must comply with Civil Local Rule 79-5.

24  
25 11. FINAL DISPOSITION. Unless otherwise ordered or agreed in writing by the  
26 Producing Party, within sixty days after the final termination of this action, each Receiving Party  
27 must return all Protected Material to the Producing Party. As used in this subdivision,

1 “all Protected Material” includes all copies, abstracts, compilations, summaries or any other form  
2 of reproducing or capturing any of the Protected Material. With permission in writing from the  
3 Designating Party, the Receiving Party may destroy some or all of the Protected Material  
4 instead of returning it. Whether the Protected Material is returned or destroyed, the Receiving  
5 Party must submit a written certification to the Producing Party (and, if not the same person or  
6 entity, to the Designating Party) by the sixty day deadline that identifies (by category, where  
7 appropriate) all the Protected Material that was returned or destroyed and that affirms that the  
8 Receiving Party has not retained any copies, abstracts, compilations, summaries or other forms of  
9 reproducing or capturing any of the Protected Material. Notwithstanding this provision, Counsel  
10 are entitled to retain an archival copy of all pleadings, motion papers, transcripts, legal  
11 memoranda, correspondence or attorney work product, even if such materials contain Protected  
12 Material. Any such archival copies that contain or constitute Protected Material remain subject to  
13 this Protective Order as set forth in Section 4 (DURATION), above.

14  
15 **12. MISCELLANEOUS**

16 **12.1 Right to Further Relief.** Nothing in this Order abridges the right of any person  
17 to seek its modification by the Court in the future.

18 **12.2 Right to Assert Other Objections.** By stipulating to the entry of this  
19 Protective Order no Party waives any right it otherwise would have to object to disclosing or  
20 producing any information or item on any ground not addressed in this Stipulated Protective  
21 Order. Similarly, no Party waives any right to object on any ground to use in evidence of any of the  
22 material covered by this Protective Order.

07/11/2008 13:43 4153991552

MOSS&HOUGH

PAGE 13/13

IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.

DATED: 7/11/08

[Signature]  
Attorneys for Plaintiff

DATED: \_\_\_\_\_

/s/ Robert G. Vaught

Attorneys for Defendant

PURSUANT TO STIPULATION, IT IS SO ORDERED.

DATED: July 23, 2008

[name of]  
United Sta

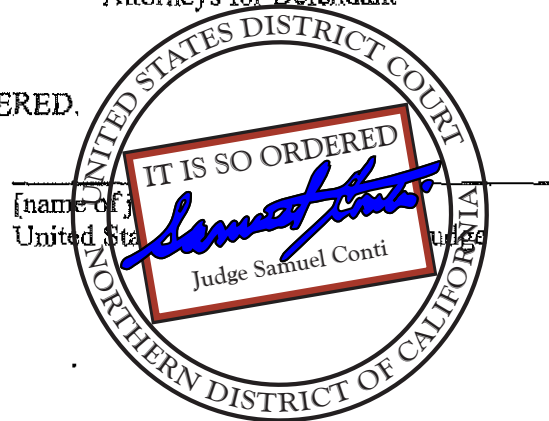


EXHIBIT AACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

I, \_\_\_\_\_ [print or type full name], of \_\_\_\_\_ [print or type full address], declare under penalty of perjury that I have read in its entirety and understand the Stipulated Protective Order that was issued by the United States District Court for the Northern District of California on [date] in the case of Lisa Knight and Marcie Dave vs. Red Door Salons, Inc., Case No. 3:08-CV-01520-SC. I agree to comply with and to be bound by all the terms of this Stipulated Protective Order and I understand and acknowledge that failure to so comply could expose me to sanctions and punishment in the nature of contempt. I solemnly promise that I will not disclose in any manner any information or item that is subject to this Stipulated Protective Order to any person or entity except in strict compliance with the provisions of this Order.

I further agree to submit to the jurisdiction of the United States District Court for the Northern District of California for the purpose of enforcing the terms of this Stipulated Protective Order, even if such enforcement proceedings occur after termination of this action.

I hereby appoint \_\_\_\_\_ [print or type full name] of \_\_\_\_\_ [print or type full address and telephone number] as my California agent for service of process in connection with this action or any proceedings related to enforcement of this Stipulated Protective Order.

Date: \_\_\_\_\_

City and State where sworn and signed: \_\_\_\_\_

Printed name: \_\_\_\_\_  
[printed name]

Signature: \_\_\_\_\_  
[signature]